



September 1998

**NATIONAL INSTITUTE OF
ENVIRONMENTAL HEALTH
SCIENCES (NIEHS), NIH**

**WORKER EDUCATION &
TRAINING PROGRAM**

**Brownfields Minority Worker
Training Program**

**Awardee: DePaul University
Grant Number: U45 ES07850**

BACKGROUND

As part of the Department of Health and Human Services commitment to the Brownfields National Partnership Agenda, the NIEHS has provided support for the establishment of the Brownfields Minority Worker Training Programs targeting the Showcase Communities. The strategy of this initiative is to broaden the NIEHS Minority Worker Training Program (MWTP) to include a new component on Brownfields Worker Training, addressing the need for a more comprehensive training program to foster economic and environmental restoration of the identified brownfield sites.

The NIEHS has awarded, through an interagency agreement with the US Environmental Protection Agency (EPA), \$3 Million for the development of brownfields environmental job training programs targeting people of color at 11 of the 16 Brownfields Showcase Communities. The 11 Communities are Lowell, MA; Chicago, IL; Kansas City, MO; Baltimore, MD; Eastward Ho!, FL; Dallas, TX; Los Angeles, CA; East Palo Alto, CA; Portland, OR; St. Paul, MN; and Salt Lake City, UT.

SUMMARY

DePaul University (DePaul) has received funding under a cooperative agreement for two years to develop and implement a Brownfields Training Program for people of color in three Showcase communities, Chicago, IL; Baltimore, MD; and Kansas City, KS/MO. For more information on these Brownfields Showcase Community programs, refer to the EPA website at <http://www.epa.gov/swerosps/bf/showcase.htm>. The broad aim of this project is to prevent work related harm by implementing an exemplary health and safety education and training program to: promote safe work practices; better protect the underserved minority and educationally disadvantaged workers, their families and their communities; and, minimize exposure to hazardous materials in the worksite. Another related goal is to build the capacity of Consortium members and cooperating partners, thus, better equipping them to deliver an effective, cross-culturally appropriate and responsive education and training program to target populations.

The specific short-term objective of this project is to build upon existing worker health and safety training resources to improve employment opportunities for at-risk residents of each community in a growing field and high paying jobs which can realistically lead to economic self-sufficiency. This effort builds upon the existing NIEHS Minority Worker Training Program with a focus on furthering the goals of Brownfields Showcase Communities.

PERFORMANCE SITE(S)

DePaul University, Chicago, IL
Alice Hamilton Center, Baltimore, MD
Full Employment Council - One Stop Career Center, Kansas City, MO.

TRAINING COMPONENTS

The project's training will involve classroom, extensive hands-on instructions and field exercises. The field exercises will simulate real life hazardous waste operation problems and situations. It will be conducted in an open field, properly guarded by authorized security personnel.

To accomplish this training objective, a procedural plan will be implemented by DePaul University will create a viable model for Brownfield redevelopment which can be applied to any city, regardless of what stage they are in. The Showcase cities of Chicago, IL, Baltimore, MD, and Kansas City, KS/MO have been specifically selected because their respective Brownfields offer different and unique challenges. This program has developed a general framework that will be applicable to all three cities, and then adapted, in collaboration with local agencies, to meet the needs of the target group in each community. The program at each site will:

- Recruit at least 90 prospective participants for two cycles of the program.
- Enroll 30-40 total participants, 15-20 students per cycle.
- Achieve at least an 85% completion of training rate or 25-34 total students over two cycles.
- Place an average of 80%, or 24-32 graduates, into full-time unsubsidized

employment in the areas in which they are trained.

- To graduate from the training, the trainees must meet the following criteria:
- Mastery of vocational skills and competencies set forth in the project's competency-based curriculum. Some of these competencies are observation checklists, evaluation of written and hands-on work, results of achievement tests/quizzes will make assessments.
- Satisfactory progress of at least one grade gain in every 36 hours of instruction in their math and reading skills, as measured by: (a) the Pre-Post TABE and a joint formal evaluation developed by DePaul and their partners at each site.
- At a minimum, a satisfactory rating in the following areas by the team: attendance, punctuality, attitude, team skills, effort, initiative/leadership, grooming practices, and job readiness.

The lead agencies, and the collaborating partners have a combined strength and expertise in the technical and the adult education called for by the grant. These organizations have a long and proven track record in delivering environmental training and employment programs and implementing exemplary practices to disadvantaged participants who face multiple barriers to employment.

KANSAS CITY, MO/KS

Along with DePaul University and the Center for Workforce Education, two Kansas City partners, ERA Environmental and the Full Employment Council will implement this program. **ERA Environmental and Safety, Inc.** was founded in 1991 by Paulette Detillier as a woman-owned environmental consulting firm. ERA has primarily been involved in asbestos/lead related projects, including OSHA compliance consulting, project oversight, air monitoring, training, audits, and inspections. In addition, ERA has worked on a number of Hazardous Material projects, conducting contaminate sampling and worker exposure.

The Full Employment Council, Inc./One-Stop Career Center is a business-led, private, nonprofit corporation whose mission is to obtain employment for the unemployed and underemployed residents of the Greater Kansas City Area. The Full Employment Council accomplishes this goal by working in collaboration with business, local units of government, educational institutions, labor and community-based organizations. Current Full Employment Council components include such programs as one stop employment and training centers, school to career programs, youth employment initiatives, and vocational skills training.

Training Components	Provider
Recruitment, Intake Assessment, GED Counseling & Outreach to Community, and Job Placement	➤ Full Employment Council
Basic Remedial Skills which includes reading, writing, mathematics, instrumental enrichment (IE), life skills, and job readiness training.	➤ DePaul University, ERA Environmental and Full Employment Council
Health Evaluation and Fitness for Duty	➤ Quality Services
Lead Abatement	➤ ERA Environmental
Asbestos Abatement	➤ ERA Environmental
Hazardous Waste Worker Training (40hrs)	➤ DePaul University
Underground Storage Tank Removal	➤ DePaul University
Confined Space Entry	➤ DePaul University
Lock-out/Tag Out	➤ DePaul University
Air Sampling Technician	➤ ERA Environmental
Job Placement	➤ Full Employment Council, DePaul University, ERA Environmental and Local Contractors
Tracking Job Retention	➤ DePaul University and Full Employment Council
Follow up/Program Evaluation	➤ Center for Workforce Education

CHICAGO, IL

Working with DePaul University in this program are three Chicago based partners, the Chicago Department of Environment, Bethel New Life, One Stop Employment Center, and Center for Workforce Education. **Bethel New Life** is a community based organization that will assist in recruitment, intake assessment and outreach to the Chicago community. **The Chicago Department of Environment (CDOE)** is committed to linking environmental improvement with economic development and job creation. This has been accomplished by targeting remedial activities, natural resource projects, and recycling programs in communities where they are most needed.

The Chicago Brownfields Initiative investigates, acquires, and remediates environmentally impaired industrial properties and prepares them for industrial redevelopment. **The Center for Workforce Education**, Laubach Literacy International was established in 1991 to respond directly to the growing need for developing better and more effective ways of addressing the training needs of adults with low basic skills and limited English proficiency. With more than 60 years of worldwide experience in adult education and instructor training, LLI is the leader in adult basic education.

Training Components	Provider
Recruitment, Intake Assessment, GED Counseling & Outreach to Community, and Job Placement	➤ Chicago Department of the Environment and Bethel New Life
Basic Remedial Skills including reading, writing, mathematics, instrumental enrichment (IE), life skills, and job readiness training.	➤ DePaul University, One Stop and Chicago Department of Environment
Health Evaluation and Fitness for Duty	➤ DePaul University and Chicago Public Health Clinics
Customized Construction and End –use Training	➤ Chicago Building Structures
Lead Abatement	➤ DePaul University
Asbestos Abatement	➤ DePaul University
Hazardous Waste Worker Training (40hrs)	➤ DePaul University
Underground Storage Tank Removal	➤ DePaul University
Confined Space Entry	➤ DePaul University
Green Corps/Landscaping	➤ Chicago Department of the Environment
Recycling Entrepreneurship	➤ Chicago Department of the Environment
Air, Water, Soil and Groundwater Sampling	➤ DePaul University
Placement Support, Case Management, Mentoring	➤ DePaul University, Chicago Department of the Environment , and One Stop
Tracking Job Retention and Employability Skills	➤ DePaul University, Chicago Department of Environment, and One Stop
Follow up/Program Evaluation	➤ Center for Workforce Education

BALTIMORE, MD

The Alice Hamilton Occupational Health Center

(AHOHC) will lead this program in Baltimore with the support of several community based organizations that comprise their Advisory Board. Some of those organizations are East Baltimore Career Center, Baltimore Works, Jubilee Baltimore, Gateway and Plowshares. AHOHC is a collaboration of training entities dedicated to occupational health and safety training. The target populations reached by the consortium is quite broad and principally consists of construction workers from various

trades (asbestos workers, boilermakers, bricklayers, painters, plumbers, and electricians) but also included municipal workers, emergency responders, industrial workers, hazardous waste technical employees and workers in the dry cleaning industry. Consistent within the consortium is a commitment to reach underserved and minority populations. The Consortium has trained over 16,000 workers.

Training Components	Provider
Recruitment, Intake Assessment, GED Counseling & Outreach to Community, and Job Placement	➤ Advisory Board and Alice Hamilton Occupational Health Center
Orientation, basic Remedial Skills which includes reading, writing, mathematics life skills, and job readiness training.	➤ Alice Hamilton Occupational Health Center
Social Support Services	➤ East Baltimore Career Center, Baltimore Works, Jubilee Baltimore, and Gateway
Health Evaluation and Fitness for Duty	➤ Alice Hamilton Occupational Health Center
Customized Construction and End –use Training	➤ Plowshares & Gateway
Lead Abatement	➤ Alice Hamilton Occupational Health Center
Asbestos Abatement	➤ Alice Hamilton Occupational Health Center
Hazardous Waste Worker Training (40hrs)	➤ Alice Hamilton Occupational Health Center
Pollution Prevention	➤ Alice Hamilton Occupational Health Center
Confined Space Entry	➤ Alice Hamilton Occupational Health Center
Fall Protection	➤ Alice Hamilton Occupational Health Center
Placement Support, Case Management, Mentoring	➤ Alice Hamilton Occupational Health Center
Tracking Job Retention and Employability Skills	➤ Alice Hamilton Occupational Health Center and Advisory Board
Follow up/Program Evaluation	➤ Center for Workforce Education

PREVIOUS EXPERIENCE

DePaul University has provided this type of training through the Minority Worker Training Program (MWTP) since 1995 in Chicago, IL. Using an employment and training model to address environmental justice issues, MWT recruits at-risk youths residing in environmentally distressed areas. Entering its

fourth funding year, the project has successfully trained and graduated 126 participants with close to 80% placement rate. The project has also developed and piloted an innovative instructional approach, which integrates cognitive-based educational program with environmental training. This framework was replicated in East Palo Alto and Granite City with positive results.

For more information about this program, please contact the following:

NIEHS

Sharon D. Beard, Industrial Hygienist
Worker Education and Training Program
National Institute of Environmental Health Sciences
PO Box 12233, MD EC-25
Research Triangle Park, NC 27709-2233
Telephone: 919-541-1863
Fax: 919-558-7049
Email: beard1@niehs.nih.gov
<http://www.niehs.nih.gov/wetp/home.htm>

DEPAUL UNIVERSITY

Tipawan Reed, Executive Director and
Sheila D. Pressley, Brownfields Coordinator
DePaul University, Office of Applied Innovations
59 East Van Buren, 20th Floor
Chicago, IL 60605
Telephone: 312-362-6020; Fax: 312-362-6021
Email: treed@wppost.depaul.edu &
spressle@wppost.depaul.edu
<http://www.depaul.edu>